

JOBS DATA ADDENDUM

Version: August 2024

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- 5. Licensee shall use reasonable efforts to prevent the harvesting, collection, or possession of the Datasets by its authorized users or by third parties.
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- 7. Licensee's technical staff shall provide Licensor's technical staff with summaries and descriptions of the technology and protocols used by Licensee to protect the Datasets.
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- 10. Licensee agrees that Licensor is allowed to exclude specific sources of jobs from the Datasets upon request of those sources.
- 11. Upon termination of the Agreement or related Pricing Schedule, for any reason, Licensee shall cease use of the Datasets and destroy and remove all portions of the Datasets from its servers. Licensee will certify such destruction in writing upon Licensor's request.
- 12. If Licensee intends to use the Datasets in research reports, models, articles, analytics, or other publications, the following shall also apply:
 - a. The Datasets may be used in a maximum of four (4) of such publications by Licensee during the term of the Pricing Schedule.
 - b. Licensee will ensure proper attribution and credits for Licensor in any publications for which the Datasets were used.
 - c. Licensee shall not mention the websites from which jobs were collected by Jobs Data in the research reports, models, articles, analytics, or publications.

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- 13. Licensee and its users may link to third party websites using the Jobs Data Services or Datasets. Licensor does not control the third-party websites. Licensor is not responsible for the contents of any third-party websites, any links contained in third party websites, or any changes to third party websites. Licensor provides these links to third-party websites only as a convenience. The inclusion of any link does not imply an endorsement by Licensor of the third-party website.
- 14. Licensee shall defend at its expense, indemnify, and hold Licensor and its Affiliates, and their respective employees, directors, agents, representatives, successors and assigns harmless from and against all damages, liabilities, losses, final judgments or awards, settlements, costs and expenses (including reasonable legal fees and expenses) without limitation of liability (together, "Losses") to the extent arising out of or in connection with any claim, demand, suit, proceeding or action ("Claims") brought by a third party against Licensor arising out of Licensee's breach of this Addendum.
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